



**United States Department of the Interior**  
**OFFICE OF THE SPECIAL TRUSTEE FOR AMERICAN INDIANS**



**VACANCY ANNOUNCEMENT**

**POSITION:** Office Automation Assistant  
GS-326-04/05

**ANNOUNCEMENT NUMBER:** OST-05-014

**OPENING DATE:** November 1, 2004  
**CLOSING DATE:** November 13, 2004

**FULL PERFORMANCE LEVEL:** GS-05  
**AREA OF CONSIDERATION:** All Sources

**SALARY:** GS-4 \$23,863 - \$31,020  
GS-5 \$26,699 - \$34,714

**LOCATION:** Office of the Special Trustee for American Indians, Office of the Deputy Special Trustee – Field Operations, Regional Fiduciary Trust Administrator – Region 6, Beneficiary Processing Compliance – Puget Sound, Everett, WA

**CONTACT TELEPHONE NUMBER:** 505-816-1021

**WHO MAY APPLY:** Current Federal employees occupying Career or Career-Conditional Appointments, permanent employees in the Excepted Service who are entitled to Indian Preference, former Federal employees with reinstatement eligibility, individuals who are eligible for reemployment under Agency Career Transition Assistance Program (CTAP) or Interagency Career Transition Assistance Program (ICTAP), individuals who are eligible to be appointed based upon Indian Preference, and veterans who are preference eligibles or who have been separated from the armed forces under honorable conditions after 3 years or more of continuous active service (documentation of eligibility must be submitted with the initial application).

**INDIAN PREFERENCE POLICY:** In accordance with the Indian Reorganization Act of 1934 (25 USC 472), when filling vacancies by promotion, reassignment, initial appointment, transfer, or reinstatement, priority in selection will be given to Indian candidates who present proof of eligibility for Indian preference. Verification form No. BIA-4432 must be provided with the application of a candidate who claims Indian preference unless the tribe has made a specific waiver. Consideration can only be given to non-Indian applicants (status or reinstatement) in the absence of qualified Indian preference eligibles.

**THIS POSITION WAS PREVIOUSLY ADVERTISED AS OST-04-155. APPLICANTS WHO PREVIOUSLY APPLIED UNDER OST-04-155 NEED NOT REAPPLY TO RECEIVE CONSIDERATION UNDER THIS ANNOUNCEMENT.**

This position has known promotion potential, and therefore, a subsequent career promotion is permissible.

Relocation expenses will not be paid.

**STATEMENT OF DUTIES:** The incumbent performs various clerical support and typing duties utilizing an electric typewriter, word processor or computer. Prepares documents, reports, and correspondence on various equipment from verbal instruction, long-hand or typewritten notes; prepares statistical and narrative reports,

charts, letters and memoranda. Receives calls and visitors to the office, and screens them to determine the nature of business. Provides answers to routine requests for information. Performs a variety of other clerical and administrative tasks such as filing, operating copiers, and maintaining records, manuals and handbooks. Prepares travel authorizations, travel vouchers and makes reservations and other travel arrangements for office staff.

**QUALIFICATION REQUIREMENTS:** Applicants must meet the qualification requirements contained in the Office of Personnel Management Qualification Standards Handbook as listed below. There are no additional selective placement factors for this position. All qualification requirements and time-in-grade requirements (Federal employees) must be met within 30 calendar days after the closing date of this announcement in order to receive consideration for this position. Applicants' qualifications will be evaluated solely on the information submitted by them in their applications.

The experience requirement for this position at the GS-04 level is one year of general experience or two years of education above high school. General experience is progressively responsible clerical, office or other work that indicates ability to acquire the particular knowledge and skills needed to perform the duties of the positions.

The experience requirement for the GS-05 level and above is one year of specialized experience equivalent to the next lower grade level. Specialized experience is experience that is directly related to the position to be filled and which has equipped the candidate with the particular knowledge, skills, and abilities to successfully perform the duties of the position. For the GS-05 level only completion of four years of education above the high school level in any field for which high school graduation or equivalent is a prerequisite may be substituted for the specialized experience.

**KNOWLEDGES, ABILITIES, SKILLS, AND OTHER CHARACTERISTICS (KASOCs):**

Applicants must address the following factors, in a narrative form, on a separate sheet of paper. Identify the vacancy announcement number across the top, and sign and date the information that you submit. This supplemental information will be the principal basis for determining whether or not you are highly qualified for this position. You may expand upon the information that is provided in your application. You should consider appropriate work experience, outside activities, awards, training, and education for each of the items listed below.

1. Knowledge of correspondence and general office policies and procedures.
2. Ability to use personal computer to produce documents, which include graphics, charts, and tables.
3. Ability to communicate orally and in writing.
4. Knowledge of administrative procedures associated with processing travel documents.

**ADDITIONAL INFORMATION:**

Individuals who have special priority selection rights under the Agency CTAP or the ICTAP must be well qualified for the position to receive consideration for special priority selection. CTAP and ICTAP eligibles will be considered well qualified if they meet the following: OPM qualification standards for the position; all selective factors, where applicable; special qualifying conditions that OPM has approved for the position; is physically qualified with reasonable accommodation, where appropriate, to satisfactorily perform the duties of the position upon entry; and is rated by the organization at least at the middle level of a three-level rating system on all quality ranking factors.

Federal employees seeking CTAP or ICTAP eligibility must submit proof that they meet the requirements of 5 CFR 330.605 (a) for CTAP or 5 CFR 330.704 (a) for ICTAP. This includes a copy of the Agency notice, which establishes the applicant's eligibility for the program, a copy of their most recent performance rating and a copy of their most recent SF-50 noting current position, grade level, and duty location. Please annotate your application to reflect that you are applying as a CTAP/ICTAP eligible.

This is not a Testing Designated Position.

5 U.S.C. 3303, Hatch Act Amendments of 1993, bars Executive Branch Agencies from accepting or considering prohibited political recommendations for Federal jobs. Any such recommendations received will be returned to the sender. Federal employees who request such a recommendation may be subject to disciplinary action.

Vacancy announcements for the Office of Special Trustee are accessible from the Office of Personnel Management Webpage [www.usajobs.opm.gov](http://www.usajobs.opm.gov).

The Office of the Special Trustee for American Indians is an Equal Opportunity Employer. Within the scope of Indian Preference, selection for this position will be made solely on the basis of merit, fitness, and qualifications without regard to race, sex, color, religion, age, marital status, national origin, non-disqualifying handicap conditions, sexual orientation, or any other non-merit factors.

This agency provides reasonable accommodation to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify the agency. The decision on granting reasonable accommodation will be on a case-by-case basis.

**APPLICATIONS MUST BE POSTMARKED ON OR BEFORE THE CLOSING DATE**

Attachment

**DEPARTMENT OF THE INTERIOR**  
**Office of the Special Trustee for American Indians**

**SUPERVISORY APPRAISAL OF DEMONSTRATED  
PERFORMANCE OR POTENTIAL**

Announcement No. OST-05-014

**PLEASE HAVE THIS APPRAISAL COMPLETED BY YOUR SUPERVISOR AND SUBMIT WITH YOUR APPLICATION, (If the appraisal is submitted directly by the Supervisor, the applicant will be permitted to review and/or obtain a copy of the appraisal upon request.)**

Name of Applicant: \_\_\_\_\_ Position: Office Automation Assistant, GS-326-04/05

Basis of Appraisal				RANKING FACTORS  (Knowledges, skills, abilities, and other characteristics)	Level of Performance			
Check one					Please Check as appropriate:			
Outside Activities	On-the-Job Performance	Formal Training	Unable to Appraise		4-Exceptional 3-Above Average 2-Average/ Satisfactory 1-Rarely Satisfactory			
				4	3	2	1	
				1. Knowledge of correspondence and general office policies and procedures.				
				2. Ability to use personal computer to produce documents, which include graphics, charts, and tables.				
				3. Ability to communicate orally and in writing.				
				4. Knowledge of administrative procedures associated with processing travel documents.				

DEPARTMENT OF THE INTERIOR  
Office of the Special Trustee for American Indians

SUPERVISORY APPRAISAL OF DEMONSTRATED  
PERFORMANCE OR POTENTIAL

Announcement No. OST-05-014

**NARRATIVE: BRIEFLY EVALUATE THE CANDIDATE'S OVERALL ABILITY TO PERFORM THE DUTIES AND RESPONSIBILITIES OF THE POSITION. NARRATIVE COMMENTS ARE REQUIRED FOR ALL EVALUATIONS.**

**IN WHAT CAPACITY ARE YOU MAKING THIS APPRAISAL?** (Please  $\checkmark$  as appropriate)

Present Immediate Supervisor       Present 2<sup>nd</sup> Level Supervisor       Other (Specify)

Former Immediate Supervisor       Former 2<sup>nd</sup> Level Supervisor

**Period During Which You Supervised the Applicant:**

**From:**

**To:**

**Appraiser:**

(Signature)

(Date)

(Phone No.)

**DEPARTMENT OF THE INTERIOR  
OFFICE OF THE SPECIAL TRUSTEE FOR AMERICAN INDIANS  
APPLICATION GUIDELINES**

**Mail applications to:** Servicing Personnel Office, 4400 Masthead Street, Suite 185, Albuquerque, New Mexico, 87109.

**For further information, please call:** (505) 816-1021.

**APPLICATION REQUIREMENTS.** If application is submitted by mail, it must be postmarked by the closing date of the announcement and received within five (5) business days after the closing date to receive consideration. Hand delivered applications must be received by the closing date. Applications mailed using Government postage and/or envelopes will not be accepted.

**The following must be submitted for consideration for this position:**

1. Written application for employment: Optional Application for Federal Employment (OF-612), Application for Federal Employment (SF-171), Resume, or other format, including all the information listed below:
2. Verification of Indian Preference (BIA-4432), if applicable.
3. Verification of Veterans Preference (DD-214), if applicable.
4. Current and former Federal employees must submit a copy of their latest SF-50 indicating their grade and pay for verification of reinstatement or transfer eligibility.
5. Applicant Background Survey (DI-1935) (Submission of this form is voluntary. This information will be used solely to review compliance with Federal law. Consideration for this job will not be affected by failure to submit this form.)
6. College Transcripts if you are using education (individually or in combination with experience) to qualify for this position.

In addition, while not required, it is recommended that applicants address the specific Knowledge, Abilities, Skills, and Other Characteristics (KASOCs) listed on the vacancy announcement that are necessary for successful performance of the work. It is recommended that you provide a narrative statement for each KASOC addressing how your education, experience, training, and awards relate to these KASOCs to show how you are highly qualified for this position.

With your application, please submit your most current Supervisory Appraisal or a Supervisory Appraisal of Demonstrated Performance or Potential completed by your supervisor. Although appraisals will be used in ranking, no candidate will be screened out automatically for failure to submit a completed appraisal.

**Your written application for employment must include the following:**

*Announcement number, title, series, and grade* of the job for which you are applying.

*Indication of the locations* for which you are interested if more than one location is specified in the vacancy announcement.

*Personal Information:* Complete name, mailing address (with ZIP code), telephone numbers (daytime and evening), social security number, and citizenship information. If applying under a special employment program, identify program (veterans' preference, reinstatement, handicapped appointment eligibility) and include appropriate qualifying documentation (DD-214, SF-50, etc.)

*Educational Information:* High school name, city, state (ZIP code, if known), and date of diploma or GED; college/university name, city, state (with ZIP code), declared major, dates attended, and type of degree and date received; graduate school name, city, state (with ZIP code), major subject, dates attended, and type of degree and date received. If no degree was received, show credits earned (identify whether in quarters or semesters). Unless otherwise stated in this announcement, certified transcripts are not required.

*Work Experience:* Supply the following information for the paid and non-paid work you have performed that qualify you for this job: (a) job title (title, series, and grade, if Federal), (b) statement of major duties and accomplishments, employer's name and mailing address, (c) supervisor's complete name and telephone number, (d) month and year of starting and ending dates, (e) number of hours worked per week, and (f) salary. Indicate if we may contact your current supervisor.

*Other Qualifications Related to this Job:* Courses (title and year), relevant skills (other languages, computer skills, mechanical skills, typing speed), and current professional certificates and licenses (identify issuing authority and date). You may also note any job related honors, awards, and special accomplishments, but **DO NOT** send letters of commendation, newspaper clippings, etc.

Senior Executive Service (SES) recruitment only: Provide copy of Candidate Development Program Certificate, if applicable.

Unless otherwise stated elsewhere in this announcement, applications will be accepted from individuals with competitive status, with Indian Preference, severely handicapped individuals (regardless of competitive status), Veterans Readjustment Appointment (VRA) eligibles (through GS-11) and veterans with compensable disability of 30% or more, and others eligible for appointment under special appointing authorities. Veterans who are preference eligibles or who have been separated from the armed forces under honorable conditions after 3 years or more of continuous active service may apply. Documentation of eligibility must be submitted with the initial application. Please indicate if you are applying under one of these authorities and submit appropriate documentation (DD-214; SF-15; required proof of entitlement such as the Veterans Administration letter, etc.)

Status candidates who wish to be considered under both merit promotion and excepted appointment procedures must submit two (2) complete applications. When only one (1) application is received from a status candidate, it will be considered only under merit promotion procedures.

A background security investigation will be required for all new hires. Appointment will be subject to the applicant's successful completion of a background security investigation and favorable adjudication. Failure to successfully meet these requirements will be grounds for termination.

As a condition of employment, male applicants born after December 31, 1959, must certify that they have registered with the Selective Service System, or are exempt from having to do so under Selective Service law.

U.S. citizenship is required.

All new employees of the Office of the Special Trustee for American Indians are required to identify a financial institution for direct deposit of pay.

All Federal employees are required to serve an initial probationary period. Failure to complete the probationary period successfully can result in your separation from Federal service.

If you are selected for a Supervisory or Managerial position, you must serve a probationary period. Failure to complete the probationary period successfully can result in return to your former position, or to a position of no lower grade and pay than the one you left to accept the supervisory or managerial position.

Your application contains information subject to the Privacy Act (P.L. 93-579, 5 U.S.C. 552a). The information is used to determine qualifications for employment, and is authorized under U.S.C., Title 5, Sections 3302 and 3361.

In accordance with 18 U.S.C. 1719 and 39 U.S.C. 3201 SEQ., applications will not be accepted from applicants using franked Government envelopes, postage-paid Agency envelopes, or metered mail.

The Department of the Interior is an Equal Opportunity Employer. Within the scope of Indian Preference (where applicable), selection for positions will be made solely on the basis of merit, fitness and qualifications without regard to race, gender, sexual orientation, color, religion, age, marital status, national origin, non-disqualifying handicap conditions, or any other non-merit factor.

This Agency provides reasonable accommodation to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify the Agency. The decision on granting reasonable accommodation will be on a case-by-case basis.